

# Chapter 8 Training Requirements For GS Maintenance Units

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## 8-1. Scope

This chapter outlines the procedures for the management of training requirements for General Support (GS) Maintenance Units within the regions and theaters

## 8-2. Applicability

This chapter applies to all Local Sustainment Maintenance Management (LSMM) offices and their sponsored GS maintenance units and Associate Maintenance Management offices (AMMs).

## 8-3. Qualification Requirement

a. By definition, Integrated Sustainment Maintenance (ISM) includes all Maintenance Repair (MR) codes above the direct support (DS) level. This includes general support (MR = H), special repair activity (MR = L), depot (MR = D) and contractor supported maintenance functions.

b. GS maintenance units are an integral part of the overall ISM structure. Their available skills must be fully integrated into ISM so as to optimize the repair capabilities of the Army, not only at the local installation level, but at the regional level as well.

c. The level of proficiency at which a GS maintenance unit will perform their mission essential tasks in war is directly related to how well their soldiers are trained in peace. In an effort to maintain the required skills and proficiencies of the soldiers within the GS maintenance units, their Military Occupational Skill (MOS) training requirements must be met. A standardized method, therefore, is established to fully integrate them into the regional COE bid and repair processes to ensure their GS maintenance units training requirements are met.

## 8-4. Training Requirements Submission

a. GS maintenance unit commanders will establish the GS maintenance unit's mobilization training requirements and forward to the sponsoring LSMM.

(1) Annual maintenance training requirements will be based on the number of direct labor hours (man-hours) the maintenance activity needs to maintain their required proficiency level for the various general categories of Class IX reparable components. Examples of general categories of Class IX reparable components include, but not limited to, manual transmissions, manual transmissions with air assist and/or automatic transmissions (wheeled or track vehicles).

(2) The total number of man-hours needed to meet workload will be a negotiated process between the GS maintenance units, the sponsoring LSMM, and the RSMM.

(3) All training requirements will have a monthly quota assigned that the GS maintenance units will meet. The LSMM will coordinate with both the unit and the RSMM to ensure no more than a 60-day training requirement (backlog) is on hand at any time.

(4) An updated copy of these training requirements will be provided through the LSMM office, to the RSMM office, at least 30 days prior to each scheduled Production, Planning and Control (PP&C) conference. The commander will update the overall training requirements annually or within 90 days of any contingency plan updates.

b. All training requirements (in man-hours) must be indicated in the narrative comment section of the bid sheet by the LSMM in coordination with the GS maintenance unit. In this case, the GS maintenance units will not prepare a separate bid sheet, but will report the requirement on the multiple bid sheet. The LSMM will specify on the bid sheet the total number of man-hours per year required to meet the GS maintenance units maintenance-training requirement. Again, the actual number of components relating to the number of man-hours required will be determined using a negotiated process between the GS maintenance units, the

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sponsoring LSMM, and the RSMM.

c. If the sponsoring LSMM do not win the bid submitted with training requirements identified, the RSMM will coordinate with the affected LSMMs to ensure the unit receives the required number of unserviceable items to meet their training requirement. The RSMM will adjust the COE's annual production plan accordingly.

d. The sponsoring LSMM will contact the RSMM they it does not wish to submit a bid, but has determined that the NSN can satisfy a training requirement for the GSMUs. The LSMM will state in writing in the narrative comment portion of the bid sheet, that the NSN will satisfy a specific training requirement of the GSMU and annotate the annual training requirement (in man-hours).

e. Unserviceable items used to meet the maintenance-training requirement will be provided by the installation where the GSMU is located, unless otherwise directed by the RSMM.

f. If none of the lines currently up for bid meet the training needs of the GSMUs, the RSMM in coordination with the affected LSMMs and GSMUs, will attempt to identify an appropriate substitute reparable component from the existing COE list. If no substitute is available from the COE list, the RSMM will attempt to coordinate sufficient unserviceable items from the region to accomplish GS maintenance unit training. The NSMM will assist as needed. All GSMU training requirements will be met regardless of who in the region wins the bid.

g. GS maintenance unit production performance data will not be included in the COE's regional monthly production performance report, but will be reported as a separate performance line for management review of monthly production. Because of this, the COE will not lose a line for excessive cost to repair if only the GSMU has exceeded the bid price. It is, however, still the direct responsibility of the sponsoring LSMMs to monitor the GSMUs' performance as compared to their assigned monthly training requirement quota and provide assistance when necessary. The sponsoring LSMMs will also remain directly responsible for their monthly regional production quota as determined and published by the RSMM and any additional production requirements in support of weapon systems readiness that may occur for the NSN in question.

h. If the COE must absorb a portion of the GS maintenance units training requirement in order to respond to local readiness requirements, work orders of unserviceable components transferred to the DOL will be closed out at the GS maintenance units and reopened using the DOL maintenance activity code.